

# EAST BAY LABOR JOURNAL

## THE ONLY OFFICIAL NEWSPAPER OF ORGANIZED LABOR IN ALAMEDA COUNTY

Owned, Controlled and Published by Central Labor Council of Alameda County—AFLCIO and Building and Construction Trades Council of Alameda County—AFLCIO

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### from the EDITOR'S CHAIR

#### BELIEFS & ACTION

Today's students want to do something about the world. In this respect, they are like many members of unions. We, too, want a better America for all, and a better world.

In the South, thousands of students are constructively helping bring equal rights to all Americans regardless of race. They are educating the underprivileged, registering voters, rebuilding burned-out churches and exposing bigotry where it exists.

Other students have aided citizens of underdeveloped nations through the Peace Corps. They have joined Vista, the domestic peace corps. They have studied the main issues of their times, and they are putting their beliefs into action.

★ ★ ★

#### CITIZENS OF FUTURE

To condemn all students for the acts of a few with whom some of us may disagree is to support those who fear any change, and encourage a return to the student conformism of the '50s.

Which is the better way to encourage the vital kind of citizenship needed in these changing times? Should we deprive those whose tactics or aims we may question of the right of peaceful protest?

What kind of citizens will they become if they are treated this way? Are we really so afraid of their ideas that we must censor them?

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#### IS THE PUBLIC INFORMED?

The Bay Area newspapers are full of sensational details every time there is a student protest at the University of California.

But do they give as much space to intelligent debate on the issues behind the protest?

For instance, on Vietnam, what are the alternatives for the United States? Fighting until total victory? Limited victory? A bombing pause and another call for negotiations? Full withdrawal?

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#### HERITAGE OF PROTEST

An informed public is essential to the success of a democracy. Are we getting enough of the kind of information necessary to make informed decisions on important issues?

Although success encourages complacency, let us not forget our heritage of protest.

Our nation was founded by the descendants of those who fled tyranny. They won freedom through revolution. A great civil war was partly fomented by social reformers who opposed slavery. Our numbers were swelled by immigrants who came here to escape economic oppression and seek a better life.

### OFFICIAL NOTICES

Unions will find notices of important meetings called by their officers on page 5 of this issue of the Journal.

## Union shop contract won at Colony Furniture Co.



**HAROLD WILSON**, right, vice-chairman of the Oakland Adult Minority Project Citizens Advisory Committee, welcomes **Don McCullum**, left, and **Elmer Homo**, center, to new project posts. McCullum, former president of the Oakland Chapter of the National Association for the Advancement of Colored People, is new chairman of the advisory committee. Homo, who was manager of the Hayward Office of the State Department of Employment, has been named project director. Wilson is AFLCIO community services director in Alameda County and president of East Bay Municipal Employees 390.

## Key state reports on Negro job crisis

### 'Train local workers for BARTD project'

Rapid transit and other big Bay Area projects will create labor shortages in some of the building trades within two years, according to a State Department of Employment report.

The report is entitled: "The Construction Industry: Training Opportunities for the Minority Worker."

It suggests training of jobless local workers — starting now — to fill jobs, rather than bringing in workers from outside the area.

The report, issued by the Coastal Area Office of the department, comments:

"This appears to be an excellent opportunity to develop skills of large numbers of persons hitherto unable to reach their full potential."

"Federal funds are available to train and to upgrade disadvantaged workers under the Manpower Development and Training Act; at the same time, there is an adequate supply of such persons who are unemployed or underemployed and eligible for training."

Contract construction now em-

MORE on page 7

### Under 3% of state's apprentices Negroes

Fewer than three per cent of the apprentices in California are Negroes.

But nearly 10 per cent are Mexican - Americans, according to a survey by the State Division of Apprenticeship Standards.

Members of all minority groups make up between 14 and 15 per cent of the state's registered apprentices, the survey revealed.

There are significant differences between trades, and from area to area, however.

Charles F. Hanna, state apprenticeship chief, gave results of the survey—conducted earlier this year—at a meeting of the California Apprenticeship Council in Santa Rosa last week. Hanna is secretary of the council.

#### 'SUBSTANTIAL PROGRESS'

Hanna told the council the survey shows that "substantial progress in the integration of apprenticeship programs has been made."

He added: "Although the progress was not uniform in all areas or in all trades, the survey made clear

MORE on page 7

## Labor Council support ends 'sowbelly' wages

Armed with pictures of members of Hitler's American Sons working as strikebreakers, the Alameda County Central Labor Council and Millmen 550 won an important contract following a bitter strike at Colony Furniture Co. in Richmond.

The way was paved for settlement of the 13-week strike when 300 Alameda County unionists formed a peaceful picket line in front of the plant six days earlier.

Local 550, assisted by Executive Assistant Secretary Richard K. Groulx of the Central Labor Council, emerged from a marathon negotiating session with:

- A union shop.
- Wage increases of 30-40 cents an hour this year and 10 cents an hour next year.
- A strong seniority clause and job protection for union stewards.
- A job referral clause, and
- A choice of Kaiser Health Plan or existing benefits.

The company, which also has two plants in Arkansas, had been paying what Local 550 called "sowbelly" wages here. It had defeated six previous attempts at unionization of the Richmond plant.

Local 550 Business Representative Clyde Johnson said the Colony victory paved the way for settlement of the union's Furniture Crafts Agreement without a strike (see Local 550's column, page 6).

## Labor fights for MDTA program to help recruit more Negro policemen

Labor representatives on the Alameda County Manpower Development and Training Act Advisory Committee are fighting for a program which will help members of minority groups become policemen.

The program, on which action was delayed one week at the request of employers and state representatives, would prepare trainees to take civil service examinations for patrolman, according to Norman E. Amundson, assistant secretary of the Central Labor Council, who is MDTA advisory committee chairman.

Amundson said there are only 16 Negro patrolmen in Oakland. He said there are 40 current vacancies in the Oakland Police Department, 13 in Berkeley, 6 in Alameda and 10 in Richmond.

## BTC hears report on Laborers' plan to upgrade skills

Laborers in 46 Northern California counties are seeking a Manpower Development and Training Act program to upgrade members' skills and enable them to qualify for any job within the union's jurisdiction.

This was reported to Building Trades Council delegates Tuesday night by BTC President Paul Jones, secretary-treasurer of Laborers 304.

Jones said the program would be similar to the one run by the Operating Engineers annually at Camp Roberts under MDTA auspices.

BTC Business Representative J. L. Childers reported that the new "short form" MDTA programs may prove useful to building trades unions for stimulating training in early stages of apprenticeship.

He noted federal payments to employers would probably encourage them to hire apprentices. The "short form" program takes less time to process than regular MDTA courses.

#### XMAS COMMITTEE

Leroy Barstow and Andrew G. Swanson of Hayward Painters 1178 reported that volunteers were needed by the Veteran Hospitals Xmas Committee to wrap packages and do other jobs.

President Jones reported that many labor organizations aid the committee.

#### BTC AGREEMENTS

Secretary-Treasurer John A. Davy reported that Alameda County Building Trades contracts had been signed by the following firms:

Victor Augello, E&W Roofing Co., Stan Francis (Continental Construction Co.), Gateway Shipwright; M. Gray, masonry contractor; Styleline Coping, Inc., and Thompson Roofing Co.

## On the inside . . .

Important inside page items include:

- A notice that stewards of Hayward Carpenters 1622 will now meet on the second Tuesday of each month (page 5), and
- A news story on the deadline for Painters to change their welfare coverage (page 7).



## HOW TO BUY Extra jobs and family problems

By **SIDNEY MARGOLIUS**  
Labor Consumer Advisor for Labor Journal

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Two jobs—a husband's moonlighting or a wife's job, and both—are the way families today frequently try to solve financial dilemmas or achieve a higher standard of living.

But in many cases the extra earnings dribble away, leaving only some new problems.

A recent survey we made of 250 family service agencies, labor and credit union counselors, in cooperation with the Family Service Association of America, showed that resentment between husband and wife and parents and children in two-job families is one of the most prevalent troublemakers of our time.

Understand that this report is not intended as a criticism of moonlighters or working wives. That's not this department's affair. Often two jobs or a working mother are an urgent need in families with marginal incomes and many children.

Nor is it true that the modern shorter workweek is responsible for today's moonlighting.

Those who oppose labor's proposal for a reduction in the standard workweek, to create more jobs for the unemployed, often argue that a shorter workweek would merely increase moonlighting.

But the U.S. Labor Department's Monthly Labor Review recently reported that there were somewhat more dual jobholders among workers who worked 41 hours or more than among those who had a 35-40 hour week.

**THE REAL REASONS** for moonlighting are financial pressures. The highest proportion of moonlighters is found among men aged 25-44 with growing families, and in industries where pay tends to be static.

For example, highest rates of moonlighting are among public workers, especially postal workers, with other high rates among transportation, utility, wholesale and some manufacturing industries.

The manager of one of the largest airline credit unions in the New York area says that he finds most moonlighters among men earning \$500-\$600 a month. "They seem to need \$600-\$700 to buy the standard of living they feel they need," he reports. "So they get extra jobs or start sideline businesses, or the wife works part time. But they live up to the full two incomes. Then if anything happens to the second income, they are in real trouble."

This credit union man feels

that often the need for moonlighting can be resolved by (1) better money management and (2) vocational upgrading.

**THE EFFECT** on family life is one of the most serious results revealed by our survey.

Ruth Epperson of Family and Children's Service of Tulsa tells about a couple in their early 30's with three small children. The husband has both a day and night job, and the wife works, too. Their total income is \$625 a month, but living expenses and debt payments are over \$700.

She complains he is never home. He feels he must hold down two jobs to meet his family's needs. But he will not consider reducing expenses, budgeting or even discussing how they can meet their expenses.

While this husband is self-propelled, sometimes it is a wife who drives her husband to achieve more than he really can because she measures his love by the amount spent on her, observes Richard Stock, director of the Cleveland Family Service Association. Many husbands caught in this situation take two jobs.

Then the wife may complain of lack of attention, even though she herself is pressing for the extra income.

**BOTH MOONLIGHTING** fathers and working mothers have a noticeable effect on children.

The moonlighter often disclaims responsibility for bringing up the children other than his financial contribution. And when both parents work, children's problems at home and school may pyramid, warns Mary French of the Family and Children's Bureau of Columbus, Ohio.

All these pressures cause the wife to blame her husband for not earning enough so she can stay home, while the husband in turn blames her for overspending.

Sometimes, if not always, skillful management of one income can be as effective as two jobs.

### Don't buy Boss gloves; strike on

The strike of the Amalgamated Clothing Workers against Boss Manufacturing Co. is still in progress.

The ACW has urged all union members not buy Boss Gloves. It has filed unfair labor practice charges against three Boss plants with the National Labor Relations Board.

## What in the WORLD! by TED



### A New Tide of Displaced Persons

The worst of Europe's own postwar refugee problems have been solved, but a new "imported" one has risen: the influx of Cuban refugees into Spain.

According to the Office of the United Nations High Commissioner for Refugees (UNHCR), government and voluntary agencies have managed to take care of approximately 260,000 persons who have fled to the United States from Cuba in recent years.

However, about 15,000 others have sought asylum in Spain, where facilities for their care are pitifully inadequate.

For further information on the U. N., write to: United Nations Association of the U. S. A., 345 E. 46th St., New York, N. Y. 10017.

UNHCR says that while a few manage to recross the Atlantic to America, about 500 new arrivals monthly continue to swell the number in Spain.

UNHCR has made \$200,000 available to speed the westward flow of hardship cases — mainly involving reunion with close family members already in the United States. The measure is an emergency one, and plans are being worked out for more massive aid for what UNHCR calls "the most pressing new refugee problem to develop in Europe."

### Women needed to win elections

Women are needed in politics, Mrs. Edmund G. (Pat) Brown said at a luncheon in Fremont sponsored by the Alameda County Committee of the Women's Division for Northern California of the Democratic State Central Committee.

The governor's wife, guest of honor, spoke on "Together We Can Win" before 300 women Democrats.

Whether it is registering voters, getting out the vote, typing or using the kitchen phone, there is something for every woman to do, Mrs. Brown said.

### Firing women who wed illegal

Sex discrimination — not racial discrimination — was outlawed in one of the first cases handled by the new U.S. Equal Employment Opportunity Commission, headed by Franklin D. Roosevelt Jr.

Roosevelt said hereafter any labor-management agreement or company policy requiring dismissal of women when they marry will be considered a violation of the Civil Rights Act's prohibition against job discrimination.

### How to save \$25 million

California consumers could save up to \$25 million a year if their food costs were lowered by just one-half of one per cent, State Consumer Counsel Helen Nelson said recently.

In a statement before the National Commission on Food Marketing, Mrs. Nelson declared:

"California consumers are exceedingly conscious these days that food prices have increased."

She urged the commission to search for ways to bring food costs down.

Competition in the marketing of food today, Mrs. Nelson charged, is not the kind that benefits the housewife. The housewife can bring about healthy competition if she has sufficient information to compare product, quality and price, she added.

Mrs. Nelson described the marketing of food today as "confusing." Too often the consumer can't tell whether two products with the same name are basically the same or markedly different, she said.

According to Mrs. Nelson, government agencies are not doing as much as they could to help the housewife. She said, as an example, that "quality standards are urgently needed to guide the consumer in buying bacon and other smoked pork products."

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## A few words for UNION CONSUMERS

IN 1960, California unionists, co-op members and others interested in consumer education and legislation formed a unique organization.

It was called the Association of California Consumers.

The unionists were concerned because many times wage gains are lost through unwise spending and borrowing — or because of shady practices by sellers, lenders or other members of the business community.

An outstanding accomplishment of this organization has been its support of the then-new California Office of Consumer Counsel.

Despite attacks by a few conservatives in the Legislature, the office, under Consumer Counsel Helen Nelson, has done an outstanding job on a limited budget. It saved Californians millions of dollars each year.

California's leadership in this field is at least partly responsible for the fact that now we have a consumer department in the federal government.

Esther Peterson, who doubles as an assistant secretary of labor, is President Johnson's special assistant for consumer affairs.

**BOTH WOMEN** have exposed many consumer frauds, and have campaigned tirelessly against deceptive packaging, sky-high interest rates, fraudulent advertising and sales promotions and dishonest business practices of all kinds.

Obviously, the battle is one-sided and is far from won. But, at least, the voice of the consumer is being heard — even if not always heeded.

**FOR THE FIRST** time, the Association of California Consumers is making part of its convention open to the public this Saturday.

Anyone interested in hearing either Mrs. Peterson or Mrs. Nelson — or any of several other outstanding speakers — may attend part or all of Saturday's all-day session in the Edgewater Inn, Oakland.

We understand there will be an opportunity to ask questions. So here's your chance!

### Ride bus; leave freight to us!

"Southern Pacific's motto seems to be 'ride the bus and leave the freight business to us.'"

This is how an Oregon State senator summed up the railroad's attempts to discourage passenger traffic between Oakland and Portland.

The statement was made at an Interstate Commerce Commission hearing in Portland on S.P.'s request to discontinue the Shasta Daylight.

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## Union's election plea is supported by teacher poll

A poll is cited by Oakland Teachers 771 to back up its request for democratic elections to choose members of the negotiating council required by the 1965 Winton Act (Assembly Bill 1474). Nearly 25 per cent of Oakland's teachers responded to the Local 771 poll.

Results were as follows:

"The organization representing teachers on the council should be determined by a democratic election."

Agree, 460. Disagree, 86. No opinion, 32.

"The organization representing teachers on the council should be determined by counting its members."

Agree, 220. Disagree, 275. No opinion, 63.

"Meetings of the Negotiating Council should be held open to all interested persons."

Agree, 506. Disagree, 44. No opinion, 34.

"Any teacher who belongs to several teacher organizations should have the right to choose which one will represent him."

Agree, 500. Disagree, 53. No opinion, 29.

The poll results were given in an open letter to the Oakland Board of Education by Carlton Garske, Local 771 president.

Garske pointed out that the Berkeley Board of Education voted unanimously to hold an election for its Negotiating Council.

## COPE meeting

The last meeting of 1965 for the Alameda County AFLCIO Council on Political Education will be at 5:30 p.m. Tuesday, Nov. 9, in the William P. Fee Memorial Room of the Labor Temple, according to Robert S. Ash, secretary-treasurer.

## New officers

Officers of the new Antioch School Employees Unit of American Federation of State, County and Municipal Employees 1675 are: Otis Welborn, president; Jim Smith, chief shop steward and Carl Holmsten, secretary-treasurer.

## YOUTH WORKER OF THE WEEK

By BILL GAINES  
Project Specialist

Perkins Edwards, 18, of 861 22nd St., Oakland, is our newest Youth Worker of the Week.

Perkins was leadman for Foreman Walt Hill and worked on several projects in different areas. Perkins started with the Summer Work Project at the Oakland Housing Authority. He went from the Jewish Community Center to the Oakland Airport and back to the Jewish Center.

Perkins attended Oakland Technical High School and has hopes of entering social welfare or human relations work. If his work experience with our Summer Work Project can aid him toward his worthy ambitions, our efforts will have accomplished a great deal.

Perkins receives the council's Certificate of Merit and the \$5 bonus. Congratulations, Perkins Edwards.

(The Summer Work Project has ended, but we are continuing to publish the Youth Worker of the Week column until all those honored receive recognition in the East Bay Labor Journal.)

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## East Oakland Service Center offers variety of services to the poor

The East Oakland Area Service Center, third neighborhood service center under the Oakland Economic Development Council's anti-poverty program, is now open at 8925 Holly St.

Services formerly available only in widely scattered locations are now concentrated in one place for low-income residents of East Oakland.

The center will offer:

- Legal aid in non-criminal problems.
- Family counseling.
- Help in organizing neighborhood groups.
- Basic adult education, and
- Emergency home maintenance.

In addition, city building and county health departments have consultants available on a scheduled basis. The center is open from 8:30 a.m. to 5 p.m. Mondays through Fridays.

## 500 more 'B' carders

Spurred by the war in Vietnam, the workload in Bay Area ports has made it necessary to add 500 "B" card men to ILWU Local 10, President Harry Bridges said.

## More Negro cops for S.F.

Opportunities for members of minority groups as San Francisco police officers have "materially increased" during the last three years.

This conclusion by the State FEPC is based on a recent study which showed 55 Negro, 54 Spanish surname and three Oriental officers among 1,726 policemen there.

During the 14 years between 1947 — when San Francisco's first Negro policeman was hired — and 1961, only 24 Negro officers were employed. The FEPC began its long range survey in 1961.

During the last three years, there were 34 Negroes hired out of 320 new men.

## Skinner, Carpenters 36 member, wins new post

Morris E. Skinner, a member of Oakland Carpenters 36, has been appointed regional director of the U.S. Bureau of Apprenticeship and Training by Secretary of Labor Willard Wirtz.

Skinner has been acting regional director for the last 26 months. He is also a member of the American Federation of Government Employees.

## Carpenter Skills Workshop planned by Local 1622

A Carpenter Skills Workshop will be held in Hayward Saturday from 9 a.m. to 1 p.m.

Open to all Carpenters, the workshop will be sponsored by Local 1622 and will be held in the Carpenters Hall at 1050 Mattox Rd., Hayward.

The workshop will be for apprentices, journeymen and foremen. It will be free for apprentices. Others must pay \$1.

Demonstrations of ideas and skills will range from a pea shooter to an unusual nail bar.

Other demonstrations will include: how to lay out a perfect arch, how to keep job and income records, transit hints and plans for an all-purpose sawhorse.

A sketch of each idea will be given to each member attending. There will be a coffee break and lunch. Tickets will be available from the Financial Secretary's Office of Local 1622 or at the door.

Why not pass this copy of the East Bay Labor Journal to a friend of yours when you are finished reading it!

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**AIRLINE STEWARDESSES**, represented by the Transport Workers Union, protest compulsory retirement at the age of 32 to 35, Congressman William D. Hathaway (D.-Maine) and James G. O'Hara (D.-Mich.) of a House Labor subcommittee agree with their delegation. It includes, from left, TWU Legislative Representative Frank O'Connell, President Colleen Boland of Transport Workers 550 and Stewardesses Joetta Cunningham, Nancy Collins and June O'Mahoney.

## CLC's youth trainees to make toys, playground equipment

Toys and playground equipment for charitable agencies will be made by youths as part of the Central Labor Council's new anti-poverty program which started last week.

Director Paul Katz emphasized no regular workers will be replaced. He said all projects are checked carefully to be sure they would not have been undertaken without the anti-poverty funds.

The toys and playground equipment will be made by youth trainees who go to school part-time. They are being assigned to two carpentry shops and a blacksmith shop, according to Katz.

During the 15 hours a week, they will be under skilled adult supervision at all times, Katz stressed.

A total of 120 youths are enrolled in the in-school program. All are veterans of this summer's work project under Labor Council auspices.

### FULL-TIME PROGRAM

Another 244 young men and women will take part in a full-

time project sponsored by the Labor Council with federal Neighborhood Youth Corps Funds.

These youths, who also include some returnees from this summer's widely-hailed project, will work for some of the same non-profit organizations who benefitted from the summer program.

Katz said a total of 20 adult foremen and three area supervisors, all members of Alameda County unions, will be in charge of the youths. Many of the adults are also returning from the summer program.

Each crew of 15 youths will be under the direct supervision of a union foreman. There will be three youth lead men in each crew.

Among projects already signed up are work for the East Bay Regional Parks District, Oakland Park Department, Oakland Port Commission, East Bay Retarded Children's Center, Cerebral Palsy Association and many other groups.

## Widening of FEPC's building industry hiring probe OK'd

The State Fair Employment Practices Commission has broadened its probe of discrimination in the construction industry.

This was announced by the FEPC last week, following a request from the San Francisco Archdiocesan Catholic Interracial Council.

The Catholic laymen's group asked that the State FEPC probe, originally aimed at unions, also include:

- Building contractors who have collective bargaining or hiring hall agreements with the unions.

- Joint apprenticeship committees.

- The California Apprenticeship Council, and

- The California State Division of Apprenticeship Standards.

The Catholic group asked last April that the State Fair Employment Practices Commission investigate "the membership, apprenticeship and other programs and practices of certain construction industry unions."

### SEVEN UNIONS

The FEPC as a result launched an investigation which, the Catholic interracial group said, involved the following unions:

Building Material Drivers 216, Electricians 6, Glaziers 718, Iron Workers 790, Operating Engi-

neers 3, Plumbers 38 and Sheet Metal Workers 355.

All are located in San Francisco. But Locals 3, 355 and 790 also have offices in Oakland.

The interracial council includes seven Bay Area chapters. A letter adopted by its executive Board said, in part:

"We now know by further study and research in this matter that the local unions are not the only active parties in many of the restrictive practices and procedures for apprenticeship and employment in this vital area of our economy."

After requesting the investigation of other phases of building trades hiring, the letter concludes:

"Now is the time for action to bring about an end to racial discrimination in certain construction industries."

"We need not tell you of the psychological and social impact that is created in the minority community by continued construction industry expansion in the San Francisco Bay Area in the face of the deepening unemployment for great numbers of qualified and qualifiable minority persons, and the notorious employment, membership and apprenticeship practices in the building trades industry."

Tell 'em you saw it in the East Bay Labor Journal!

## E. B. Muni Employees 390

BY DAVE JEFFERY

Our union has been negotiating with the City of Richmond since March on salaries.

The City Council was unable to agree even on a modest salary package, and all of the indications were that it would have been only a matter of time before they gave up and used the money which had been set aside for salaries for some other purpose.

After a special meeting of our Executive Board Saturday, afternoon, Oct. 23, Local 390 issued a call for an informational picket line in front of the Richmond City Hall on Monday evening, Oct. 25.

Over 150 unionists and city employees walked our picket line. We had excellent support from the Alameda County Central Labor Council, Contra Costa Central Labor Council and our own BSEIU unions from both sides of the bay and from our brothers and sisters of Local 390.

I wish to take this opportunity of thanking all of you who turned out to make this a most successful picket line. After picketing an hour, we all marched into the council chambers. Although the salaries were 25th on the agenda, the council moved them up into the No. 1

position. By a seven to one vote (one councilman was absent), they passed a salary package which gave a 2½ per cent raise to all but the uniformed employees and an additional 2½ per cent inequity raise to various other classifications. The firemen and policemen received a \$15 uniform allowance and in addition to this the policemen received a \$15 hazardous duty raise.

The recent successful strike in the City of Pittsburgh, the successful threat of a strike in the Richmond schools and now a successful picket line to push the Richmond City Council off the fence would seem to indicate that the days of collective bargaining are going to be replaced by more militant action.

Highland Hospital Chapter Chairman Henry Richey and Executive Secretary Dave Jeffery met with Miss Marie Ames, R.N., director of nursing at Highland, to discuss the problem of the women aides on the night shift having to lift heavy patients.

Organizer William Koethke reports that the problems at the Oakland Municipal Golf Course have been satisfactorily worked out in a meeting with Mr. VerLee, the head of Oakland Recreation Department, and Mr. Burt Trubody. The employees now have had most of their requests granted by the department.

## Retail Clerks Union 870

BY CHARLES F. JONES

The color TV set will be awarded next Tuesday evening at our regular membership meeting.

If you have not purchased your ABC card, you still have a few days to do so before the drawing.

### BAKERY CLERKS

Under the term of the collective bargaining agreement between the union and your employer, the following new wage rates are effective on Nov. 1, 1965: managing clerk, \$2.4625 per hour; regular clerk, \$2.275 per hour; beginner clerks (second three months), \$1.85 per hour, and beginner clerks (first three months), \$1.70 per hour.

The employees of Arden's Dress Shop, located at 107th avenue and MacArthur Boulevard in the Foothill Square Shopping Center, have been organized by the union, and we have filed a petition with the National Labor Relations Board for an election.

### Health and Welfare Coverage for Dependents:

Any members who have their dependents covered under their health and welfare plan and who change jobs should come to the Union Office immediately and fill out a new enrollment card. Failure to do this may mean the loss of coverage for your dependents.

### Reminder:

A one dollar death benefit assessment is due and payable with your November dues.

## Barbers 134

BY JOHN A. MONTE JR.

At our last regular monthly meeting, Brother Sig Olsen announced that he has signed Deckelman Bros. barber and beauty supply house into our International Supply Dealers Local 1002. This will make the third supply house in California to join Local 1002. The other two are Simpson's Barber Supply in Los Angeles and William H. Bowdoin of Santa Rosa.


Deckelman Bros. is located at 2269 Webster St. The phone number is 444-1711. This is the only union dealer in the Bay Area. We are asking you to trade with them. They deserve your cooperation and patronage.

We have been asking members of other unions to look for our shop card and to respect it. Let us, in return, only do business with people who wear the union button.

**KEEP YOUR CASH**

# DENTAL PLATES

**NO MONEY DOWN**  
ON APPROVED CREDIT



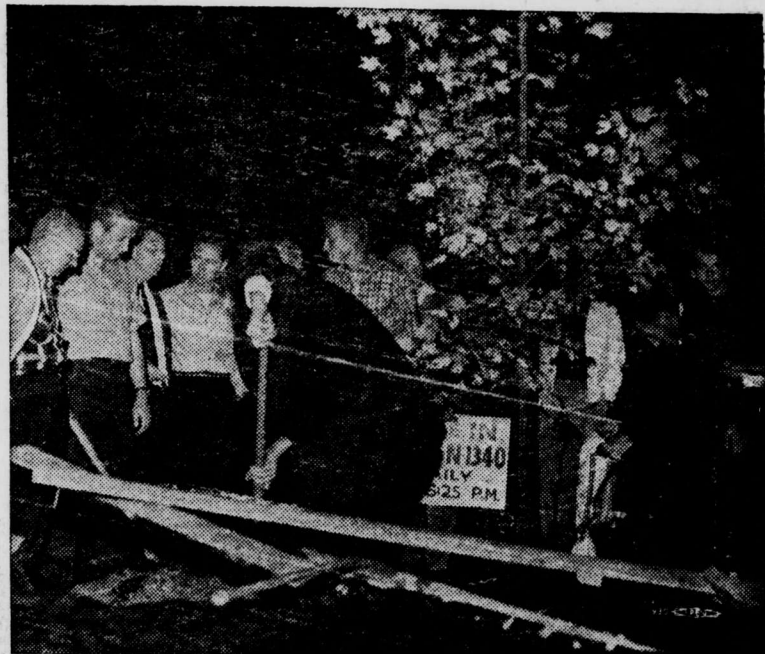
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**MAPLE TREE** is planted by Sheet Metal Workers in Bowling Green, Ky., as a memorial to unionists who have just won a 110 day strike against Detrex Co. — across the street. The picket tent in the foreground stood near the union president's home.



# OFFICIAL UNION NOTICES

## RETAIL CLERKS 870

The next regular membership meeting will be held on Tuesday, Nov. 9, 1965, at 8 p.m. at the Union Auditorium, 6537 Foothill Blvd., Oakland.

Fraternally,  
CHARLES F. JONES,  
Pres.

## BARBERS 134

### ATTENTION, MEMBERS:

Our International has all members to fill out Pension Cards.

For all members under 65 years of age, it is mandatory and a condition of membership to carry at least one unit. All members over 65 years old do not have to take one unit but must still fill out the two Pension Plan Cards.

This is the last call! Please cooperate.

At our Nov. 18 regular meeting, we will have nominations for officers for the 1966 term. Brothers, please give this some deep thought. Come to this nomination meeting with qualified nominees to be elected.

This is your union. Make it your business to take an active part in your organization!

Fraternally,  
JACK M. REED,  
Secty.-Treas.

## PAINTERS 127

Our next regular meeting is Nov. 11. Hope to see you there.

Remember our Annual Dinner-Dance is Nov. 13, but you must have your tickets by Nov. 11 so we will know how many will be there. No tickets will be sold at the door.

Fraternally,  
JIM BROWN,  
Rec. Secty.

## UNITED STEELWORKERS 1798

Executive Board meeting Thursday, Nov. 11, 1965, 8 p.m., Local Union Office, 3315 E. 14th St., Oakland, Calif. Board of Trustees, 7 p.m. at Local Union Office.

Regular membership meeting Friday, Nov. 19, 1965, 8 p.m. Eagles Hall, 1228 36 Ave., Oakland.

Fraternally,  
EDWARD M. SOTO,  
Rec. Secty.

## U.C. EMPLOYEES 371

Our next regular meeting will be held at 2 p.m. Nov. 13 at 921 Kalns Ave., Albany. We will have nomination of officers at this meeting, and all members in good standing are urged to be there.

Fraternally,  
W. G. WHITCOMBE,  
Secty.-Treas.

## HAYWARD PAINTERS 1178

Our next regular meeting will be at 8 p.m. Nov. 5. We have many issues to talk about; so get yourself down there and give your opinion.

Fraternally,  
R. H. FITZGERALD,  
Rec. Secty.

## ALAMEDA CARPENTERS 194

Local 194 meets every first and third Monday at 8 p.m. with refreshments served in the canteen after each meeting on the first Monday of each month.

Members please take notice of this particular item of interest: Dues will \$7.50 (seven dollars and fifty cents) as of Jan. 1, 1966.

Fraternally,  
J. W. NIXON,  
Rec. Secty.

## RUBBER WORKERS 64

Meetings are held on the second Saturday of each month at 6 p.m. at Auto Workers Hall, 1406 Seminary Ave., Oakland.

Officers will be installed at the Nov. 13 meeting.

Fraternally,  
LESLIE FLOWRIGHT,  
Pres.

## STEEL MACHINISTS 1304

Regular meeting Thursday, Nov. 4, at 8 p.m. Executive Board meets 6:30 p.m. Blood Bank dues are payable in December. Blood replacement could be the difference between life and death. Don't let your protection lapse. It's only \$2 for all of 1966.

Fraternally,  
DAVE ARCA,  
Secty.

## AUTO AND SHIP PAINTERS 1176

The next regular meeting will be at 8 p.m. Nov. 16 in Hall D of the Labor Temple, 2315 Valdez St., Oakland.

Fraternally,  
LESLIE K. MOORE,  
Bus. Rep.

## PLUMBERS 444

The next special meeting of Plumbers and Gas Fitters Local Union No. 444 will be held on Tuesday, Nov. 9, 1965, at 8 p.m. in Hall M on the third floor of the Labor Temple Building, 2315 Valdez St., Oakland, Calif.

### ORDER OF BUSINESS

1. Special order of business will be the second nominations for election of all officers and committees of U.A. Local No. 444. Also there will be second nominations for delegates to attend the U.A. National Convention, which will be held in Kansas City, Mo., and delegates to the state conventions that will be held in 1966.

2. The regular order of business. Please make an honest effort to attend your union meetings. Your union is only as strong as your participation.

Fraternally,  
GEORGE A. HESS,  
Bus. Mgr. &  
Fin. Secty.-Treas.

## PAINT MAKERS 1101

The president of Paint Makers Union, Local 1101, has called a special meeting in conjunction with the regular meeting of Nov. 16, 1965.

There will be a vote on bylaws changes submitted by the Bylaws Committee. These include language changes in some articles and a raise in the basic monthly membership dues. Your Finance Committee, Executive Board, Trustees and Bylaws Committee consider it necessary to ask you to vote to raise the dues from \$5 to \$6 per month, an increase of \$1 per month.

Also on the agenda will be nominations for the office of treasurer and a delegate to District Council of Painters No. 16 and the Alameda Central Labor Council for an unexpired term.

Two meetings have been scheduled so all members can attend:

DAY MEETING  
Nov. 16, 1965, 1 p.m., Hall C, Labor Temple, 2315 Valdez St., Oakland.

NIGHT MEETING  
Nov. 16, 1965, 8 p.m., Hall M, Labor Temple, 2315 Valdez St., Oakland.

Since this is a special meeting, Sections 5 and 8 of Article VII and Article VIII of the Local Bylaws shall apply. Take special notice of Section 5 of Article VII, which states that excuses must be given in writing not later than the following Executive Board meeting.

Fraternally,  
WILLIAM BOARDMAN,  
Rec. Secty.

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## HAYWARD CARPENTERS 1622

The office of the financial secretary remains open Friday evenings. Our regular meetings are held every Friday at 8 p.m.

Our social event is held the last Friday of each month.

The stewards' meeting of Carpenters Local 1622 has been changed to the second Tuesday of each month. The next stewards' meeting will be held Tuesday, Nov. 9.

At our special called meeting of Friday, Oct. 15, 1965, the members present voted to assess themselves \$2 per year for the Blood Bank beginning Jan. 1, 1966.

Fraternally,  
A. W. RICE,  
Rec. Secty.

## UNITED STEELWORKERS 4468

Regular meeting held second Saturday of each month at 10 a.m. at Eagles Hall, 1228 36th Ave., Oakland.

Fraternally,  
FRANK V. McINTOSH  
Rec. Secty.

## MILLMEN'S 550

The next regular meeting of Millmen's Local 550 will be held on Nov. 19, 1965, at 8 p.m., Hall D, second floor of the Labor Temple. The office will be open on Friday, Nov. 5, 1965, from 7 p.m. until 8:30 p.m.

The effective date of the increase in dues is Jan. 1, 1966. If you have not paid your strike assessment as yet, please do so as soon as possible.

Fraternally,  
JACK ARCHIBALD,  
Rec. Secty.

## CO. SCHOOL EMPLOYEES 257

The regular meeting of the Alameda County School Employees, Local 257, will be held at 1918 Grove St., Oakland, Calif., in the Electrical Workers Hall at 2 p.m. Saturday, Nov. 13, 1965.

The first nominations for officers and eight Executive Board members-at-large-delegates to Central Labor Council and Alameda County COPE will be held.

Final opportunity to place nominations will be at our December meeting. Also, the nominations, election and installation of three members to the Auditing Committee will be at our December meeting.

All members of Local 257, please take note: This is your opportunity to nominate officers and Executive Board members who will take the time to do a good job for the union during 1966 and 1967.

Executive Board meets at 9:30 a.m. All board members, please take note.

Fraternally,  
HAROLD BENNER,  
Secty.

## BERKELEY CARPENTERS 1158

Regular meetings are held the first and third Thursdays of each month at Finnish Brotherhood Hall, 1970 Chestnut St., Berkeley.

Fraternally,  
NICK J. AFDAMO,  
Rec. Secty.

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## CARPENTERS 36

Unless otherwise specified, regular meetings will be held on the first and third Fridays of each month at 8 p.m. at 761 12th St., Oakland, Calif.

The Educational Committee will meet on the fourth Wednesday of each month at 7:30 p.m.

Hereafter, the stewards will meet on the fourth Thursday of each month at 7:30 p.m.

Starting in January, 1966, the dues of all Carpenters will be \$7.50 per month.

Fraternally,  
OSCAR N. ANDERSON  
Rec. Secty.

## STEAMFITTERS 342

General election of Steamfitters Union No. 342's officers for the years 1966-1967 will be held on Sunday, Dec. 12, 1965, in Hall M of the Labor Temple, located at 2315 Valdez St., Oakland, Calif. Voting machines will be used and the election will be conducted in accordance with Section 42, Registration and Election of Officers, of the union's Bylaws and Working Rules.

The first reading of registrations will be Nov. 4, 1965. Registrations will close seven days later on Nov. 11, 1965, promptly at 9 p.m. The second reading of registrations will be on Nov. 18, 1965. Any member wishing to run for an elected office or offices must register on a prescribed form available at the union's Business Office.

Fraternally,  
JAMES MARTIN,  
Fin. Secty.-Bus. Mgr.

## E.B. MUNI EMPLOYEES 390

FAIRMONT HOSPITAL (GF)  
Note change of meeting dates:  
Thursday, Nov. 18, 7 p.m. and  
Thursday, Dec. 16, 7 p.m.

### EXECUTIVE BOARD

Thursday, Nov. 4, 7:30 p.m. Labor Temple, Room 220.

### CITY OF RICHMOND (D, DP)

Wednesday, Nov. 10, 7:30 p.m. Corporation Yard.

### CITY OF EL CERRITO (C)

Monday, Nov. 15, 4:30 p.m. Corporation Yard.

### CITY OF OAKLAND (F)

Wednesday, Nov. 17, 8 p.m., Labor Temple, Room 220.

### HIGHLAND HOSPITAL (GH)

Wednesday, Nov. 24, 8 p.m. Labor Temple, Room 220.

Fraternally,  
DAVE JEFFERY,  
Exec. Secty.

## BUILDING SERVICE 18

Meeting dates fourth Friday of every month. Meetings at 3 p.m. and the regular evening meeting at 7 p.m., both at the Cooks Hall, 1608 Webster St., Oakland, Calif.

Fraternally,  
VIC BRANDT,  
Secty.-Bus. Rep.

## AUTOMOTIVE MACHINISTS 1546

The regular meetings of Lodge 1546 are held on the first and third Tuesdays of each month at the hour of 8 p.m. at our building at 10260 MacArthur Blvd., Oakland.

There will be a special order of business at the regular meeting on Nov. 16, 1965, for the purpose of setting aside the sum of \$3,500 for a Lodge 1546 picnic in August of 1966.

Fraternally,  
DON CROSMAN,  
Rec. Secty.

## Typographical Auxiliary I BY ANITA RANKIN

The next regular meeting of Woman's Auxiliary No. 26 will be held on Tuesday evening, Nov. 9, commencing at 7:30 p.m. at the home of Nettie Leonard, 4288 Montgomery St., Oakland. At this meeting we will be voting on the propositions which were approved for a referendum vote at the recent convention held in Washington, D.C.

Freda Cripps was elected to the office of secretary at the October meeting. We are very pleased to welcome Lucille Kramer, granddaughter of Evelyn Wolters, as a member of our auxiliary.

Our dinner and social evening, held last month, was very well attended and financially successful.

## 90% sign church fair hiring pledge

More than 90 per cent of the suppliers of goods or services to Catholic institutions in the Archdiocese of San Francisco contacted so far have signed new fair employment practice agreements.

According to the Rev. Eugene A. Boyle, chairman of the Archdiocesan Commission on Social Justice, the forms were mailed to some 200 suppliers of goods and services of all types.

They were asked to hire qualified persons from minority groups and to encourage promotions on responsible performance without prejudice as to race or color. The program is scheduled to continue until all church suppliers have been contacted. Periodic compliance checks are planned.

Tell 'em you saw it in the East Bay Labor Journal!

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## Steamfitters Local 342

BY JIM MARTIN

With the settlement of the Boilermakers' strike, the crafts involved returned their members to work this past week.

In the same category, this union also picked up the reins and we are again back in business. Some of the travel card welders did not return to their respective projects in Contra Costa County; so we are in need of welders. We have approximately 40 travel card fitters on the "B" list. All the members of this union are working, and job opportunities will continue to be good for our people through the holidays and into spring.

Speaking of some 850 travel card members on deposit, we have received many letters from the business manager of our sister local unions, here in the state of California, thanking Local 342 for placing their members to work on our refinery projects. It seems that we are the only local in California, or, should we say, in the 11 western states, that has full employment. We know that the members of Local 342 are happy that we have been able to help out. By this kind of friendly relationship with our sister local unions, we feel that when they have full employment and work in this area is slack, they will provide job opportunities for our members.

Our membership meetings for the month of November are the 4th and 18th. Please plan to be in attendance at your union meetings.

## Painters Local No. 127

BY SAM CAPONIO

Last week the trust funds were reactivated, and they are now in full operation.

All the necessary documents to accomplish this fact were presented to the trustees. We hope the matter is settled and the trusts will continue without interruption or opposition.

This also means that holiday forms are available for monies accumulated from July 1, 1964, to June 30, 1965. Checks will be mailed to those who apply before Dec. 1, 1965. Get the applications filled out and to your local union as soon as possible.

Any member who wishes to switch to the Kaiser Plan or back to the Painters Welfare Plan should notify the Welfare Office before Dec. 1, 1965. The address is: Bay Area Painters Welfare Plan, Bay View Towers, 22nd and Mission Sts., San Francisco Calif. You should notify the Welfare Office by that date or you will have to wait another year.

If you heard a rumor that the dues were going to be raised, you were right. An attempt was made to use the automatic dues raise section of the Bylaws of the District Council to accom-

plish the fact, but they were informed that it was not legal to do so. Local 127 is insisting that any dues raise should be voted upon by all members of Painters' unions. You can get more information at your local meeting.

Remember, Nov. 13, 1965, is the Annual Dinner-Dance at Goodman's Hall, Jack London Square, Oakland. Tickets are \$1 per person (member and wife) and \$5 per person for guests. Get tickets early. They are available at the Local 127 office.

No tickets (we repeat, no tickets) will be sold at the door the night of the dinner-dance. All dinners have to be ordered in advance; so we cannot sell tickets at the door. No-host cocktail hours, 6:30 to 7:30; dinner, 7:30 to 8; top entertainment, 9 to 10, and dancing from 10 to 1 a.m. Put Saturday night, Nov. 13, 1965, on your "must" list and get your tickets early.

An expert from the Social Security Office will be guest speaker at a special meeting Dec. 8, 1965. This topic should be of interest to all members. That evening will also be the Christmas meeting, with the usual refreshments. Plan to attend.

Look for the union shop card, ask for a union clerk to serve you, and demand the union label!

## Running Second



## Millmen 550

BY CLYDE JOHNSON

The most significant victory in the Colony Furniture strike was in making Aaron Newman, company president, sign his first contract with the Brotherhood of Carpenters. The company has five factories across the country.

The credits need to be stated here.

First of all, the District Council of Carpenters paid picket expenses for the three-month-long strike. Without this support we could not have won.

The Central Labor Council of Alameda County, to which we are affiliated, organized the two mass picket lines that smashed the strikebreaking use of Hitler's American Sons by the company. To me it was the most thrilling demonstration of labor solidarity I've seen since before World War II.

The strong, determined stand of the strikers made it possible to have round-the-clock picket lines when necessary, to do all the consumer picketing of stores selling Colony furniture, and to withstand three months of hardship and sacrifice.

To the many Teamsters and Railroad Workers who refused to cross our picket lines, we extend our deep appreciation.

Bill Castellanos, in charge of the strike for 550, gave his all in a very strong effort that met and mastered the many daily problems, including a trip to jail. The District Council kept Bill on a staff payroll for many weeks during the strike after 550 was cramped financially.

In the end it was Dick Groulx, assistant secretary of the Central Labor Council, who did an exceptional great job as spokesman in the wind-up of the negotiations. In 30 years around unions I have never sat with a more intelligent and aggressive negotiator. Even Aaron Newman respected Dick before it was over. And there were the hot moments when Dick denounced Newman, a Jew, for hiring Hitler's American Sons as strikebreakers. In the end the strikers wind up with a good contract.

The Los Angeles District Council had the Watts (L.A.) plant of Colony on strike a week before our climax here, which helped us a great deal. (Stores here were supplied by the Watts plant.) I hope Nick Cordil can obtain an agreement in Watts as a result of the settlement here.

I want especially to thank Local 642 of the Carpenters in Richmond for the strong support they gave us on the Big Picket, the use of their hall, and for inviting us to take on the fight in the first place. (Unions had failed six times in NLRB elections to organize the local Colony plant.)

In the same week, we wound up the Furniture Crafts Agreement without a strike. It took a strike vote of the men, strike sanctions from other groups, and a grim reminder of the Colony situation to break the log jam.

At Lachmans in San Francisco, a policy of shutdowns had been established in violation of the seniority clause. The issue of speedup tied into it because there was always a rush of work after the shutdown.

Now the basic crew concept laid out in the Henningsen arbitration two years ago was added to the seniority clause. It says a company must use the seniority provision for layoffs before the hours per week can be reduced. If the company wants to agree upon a basic crew with the union it may do so. Then when the crew is reduced to the basic crew the company may reduce hours per week rather than layoff more men.

The settlement included wage raises of 15 cents, 12½ cents and 12½ cents in three years, sick leave, one more holiday and other gut improvements.

Now we're headed for the synthetic marble top negotiations after our members in the shops meet.

We avoided an arbitration at Superior Remodeling when George Ygnacio was reinstated with back pay for time lost.

Of course, during the Colony strike, Art Bigby had to double his efforts to reach all the shops and handle literally dozens of problems.

**Demand the Union Label!**

## Steel Machinists 1304

BY DAVE ARCA

Hi. The mettle of Steelworkers is sterling and stainless. So last week, the L.E. Committee of Sub-District No. 3 reaffirmed Steelworker support of U.S. policies in Vietnam.

In Berkeley, VDC spokesmen are threatening to parade. The VDC is the Vietnam Day Committee, and they don't support U.S. policies in Vietnam.

In Oakland, authorities have threatened to pillory paraders in the pokey. Those choleric councilmen have Oakland out on a limb. Their careless disregard for the razor edge that divides peaceful protest from open rebellion, can destroy both the law and the lawless.

Surrounding cities are gleefully anticipating an East Bay booboo.

As for politics, Wowee! Reapportionment has opened up areas once closed by gerrymandering. Radical righters are rallying around Reagan. Labor's love was lost when the repeal of 14(b) fizzled out. Many liberal legislators who supported repeal are targeted for extinction by anti-union forces. To help our friends, we need your help. Please register and vote. It's more important this year because of the recent social improvements. Conservatives are even now hammering at Medicare and aid to poverty. Register and vote. Okay? Okay.

## Watchmakers Local 101

BY GEORGE F. ALLEN

The members working in San Francisco, Alameda, Contra Costa and Marin counties by this time should have received their 10 cents per hour wage increase, which became effective Oct. 16. If any of these same members are supplying their own heavy machines or equipment, they are entitled to \$5 per week per machine, in addition to their regular wages.

Shortly, we shall be asking these same members to report to us the number of hours per week they work and whether or not any watch work is given out to a trade shop. We shall need this information so that we can enforce the "no subcontracting" of work clause that was inserted in the new contract. Also keep in mind that any of you members who have 15 or more years of continuous service with the same employer will be entitled to four weeks' vacation with pay hereafter.

The new contract covers all Bay Area stores of the following companies: Granat Brothers, Kay Jewelers, Milens and Crescent Jewelers.

The new agreement does not become effective in San Mateo and Santa Clara counties in any of the above mentioned chain stores until the expiration date of the present agreement, which is Feb. 28, 1966, in San Mateo County and March 31, 1966, in Santa Clara County.

The Post Office has made a ruling that beginning Jan. 1, 1966, no labor papers will be handled without the individual Zip Code of each member. Please mail us your Zip Code number.

## Technicians needed

Nationwide demand for engineers, draftsmen and other technicians showed a continuing increase during the first half of 1965, according to the U.S. Department of Labor.

## Abortion conference

A Conference on Abortion and Human Rights, sponsored by the Society for Humane Abortion, will be held Jan. 9 at the San Francisco Hilton Hotel.

## I AM MOVING

Effective \_\_\_\_\_ I am moving to a new address

Name \_\_\_\_\_ Union No. \_\_\_\_\_

Old Address \_\_\_\_\_ City \_\_\_\_\_

New Address \_\_\_\_\_ City \_\_\_\_\_

Cut out and mail to:

**EAST BAY LABOR JOURNAL**  
1622 East 12th St., Oakland, Calif. 94606



# State Dept. of Employment report supports rights groups

## 'Train local workers for BARTD project'

Continued from page 1

plys some 70,000 wage and salary workers in the five-county Bay Area, about seven per cent of the work force, according to the report.

It predicts "considerable growth" for the construction industry but adds that the rosiest outlook is in heavy construction, because of the number of major projects on drawing boards or in initial stages of construction.

"Examples of these include an oil refinery, a steel mill, a civic center, a stadium, two junior colleges and numbers of hospitals and schools," the report says.

"One of the largest construction projects underway in the Bay Area is the rapid transit system in Contra Costa, Alameda and San Francisco counties. By 1970, it is likely that Marin and San Mateo counties will have decided to join the core of the area in the rapid transit project.

"In addition, freeway construction will continue throughout the region, and \$70 million in steel erection work on the San Mateo-Hayward Bridge is about to begin."

## FEW NEGROES NOW

Participation of Negro workers in the construction industry "appears to be heavily weighted in the construction laborer and cement finishers occupations," the report states.

It continues that Chinese and Japanese have only "nominal" participation in construction trades.

By 1967, estimated needs will surpass the number enrolled in apprenticeship in certain crafts, according to the report.

The only indication of which crafts will experience shortages is a table on "Estimated Job Vacancies, 1965-1967."

It predicts that "economic growth" will create the following vacancies: Carpenters, 1,800; Structural Metal Workers, 1,000; Operating Engineers, 2,000; Plumbers and Pipe Fitters, 200; Electricians, 700.

Replacements for retirements and deaths, according to the report, will result in the following additional jobs: Carpenters, 1,000; Structural Metal Workers, 100; Operating Engineers, 200; Plumbers and Pipe Fitters, 400; Electricians, 400.

Even though most contracts between building trades unions and employers call for importation of members from other areas if a local labor supply is unavailable, the state report indicates it does not favor this procedure.

## 'MEET NEEDS LOCALLY'

"Since the widely-acclaimed rapid transit system is being constructed under the voters' approval in the three counties of Alameda, Contra Costa and San Francisco," it says, "it appears likely there will be public demand that labor needs should be met locally.

"Furthermore, the Bay Area unemployment rate has been higher than that of the nation as a whole, and Oakland has been designated an area of substantial unemployment for more than a year.

"Since the peak period of employment on the rapid transit system is two years away, there is time to train people for jobs, rather than depending on an uncertain supply from union locals based in other areas."

The report urges that training be geared to qualify underprivileged persons for jobs as helpers in various trades, with a long-range view toward achievement of journeyman status.

## Under 3% of state's apprentices Negroes

Continued from page 1

that non-discrimination was the practice in most of the trades."

The survey was based on "visual observation" of 18,430 of the state's 24,673 registered apprentices.

Estimated numbers of apprentices from each minority group in the state are as follows, Hanna said:

- Negro, 711.
- Oriental, 210.
- Mexican-American, 2,433.
- Other minorities, 239.
- Total minorities, 3,593.

## OPPORTUNITIES EXIST

Opportunities for minority youths do exist in apprenticeship in California, Hanna stressed, despite the general shortage of apprenticeship jobs.

Hanna cautioned the statewide figures could be misleading because of larger percentages of apprentices in metropolitan areas and in some trades.

## OAKLAND FIGURES

For example, he said, in Oakland, 4.2 per cent of all apprentices are Negroes, and almost seven per cent Mexican-Americans.

Total number of minority group apprentices in Oakland is between 450 and 500, Hanna estimated.

In San Francisco, Hanna said Negroes make up 3.7 per cent of apprentices; Mexican-Americans nearly seven per cent, and Orientals 1.4 per cent, or a total of about 450 minority group apprentices.

Areas with the smallest numbers of minority group apprentices are Sacramento, Bakersfield and the far northern counties.

In some areas — San Jose, Stockton, Fresno, Santa Barbara, San Bernardino, Santa Ana and San Diego — the number of Negro apprentices was much lower than the statewide average, but the number of Mexican-Americans was higher.

## TRADES VARY

By trade, wide variations were shown.

Hanna said the Carpenters, with 215 Negro apprentices and a total of 930 minority group apprentices, were "leading the way." He said the percentage of Negroes among California carpentry apprentices was about 3.

By percentage, the following trades were listed by Hanna as showing "considerable integration of all groups:"

Trade	Negroes	All Minorities
Auto Repair .....	5	16
Bricklayers-		
Tile Setters .....	3	19
Cooks-Bakers .....	19	50
Electronics		
Technicians .....	13	27
Machinists .....	5	15
Metal Plating .....	10	25
Meat Cutting .....	5	19
Molding-		
Coremaking .....	13	68
Off. Mach.-		
Appliance		
Repair .....	7	33
Plasterers-		
Cement Masons	16	42
Roofing .....	7	30
Upholstering .....	6	50

## SHORTAGE OF OPENINGS

"Major large apprentice programs in which the degree of integration has been limited in certain geographical areas," the Division of Apprenticeship Standards said, "are: Carpet and Linoleum Laying, Electrical Trades, Field Ironworkers, Operating Engineers (a new program), the Pipe Trades and the Sheetmetal Workers."

However, the division added there were many regional variations within each trade, and no trade is without some minority group apprentices in the state.

## Unionist saves woman's life

Orrin C. Prouty, a member of Communications Workers 9415, has been presented the union's community service award.

Prouty was presented the award by Local 9415 President Arthur M. Wade and Executive Vice President Jack Santen for saving a woman's life with mouth-to-mouth resuscitation.

A PBX repairman, Prouty was honored at a recent meeting of the union.

## 'Labor played crucial role in bond election'

At least three officials of the Peralta Junior College District have told Assistant Secretary Norman E. Amundson of the Central Labor Council that a phone campaign by unionists was probably the deciding factor in victory for the district's \$47 million bond issue.

Amundson noted that volunteers from the Alameda County AFLCIO Council on Political Education and Peralta Teachers 1603 also used sound trucks and advertising trailers during the campaign.

The three trailers are available for future election campaigns by labor, Amundson said.

## Judge Friedman delays teacher election ruling

Superior Judge Monroe Friedman has postponed action until Dec. 21 on the Berkeley Teachers Association's efforts to block permanently an election among the city's teachers for a Negotiating Council required under a new state law.

Judge Friedman kept a temporary restraining order against the Board of Education in effect until then.

He also delayed until that date a ruling on the application of Berkeley Teachers 1474 (AFLCIO) to enter the case. Local 1474 favors a secret ballot among teachers to choose representatives on the Negotiating Council. The CTA wants seats allocated from membership lists.

## Tiny Laux, C.C. BTC president, passes away

Laverne L. (Tiny) Laux, 59, president of the Contra Costa County Building Trades Council and a business representative of Operating Engineers 3, died Oct. 18 following a heart attack at his home in Berkeley.

Laux was also a delegate to the Alameda County BTC. Vice President Sal Minerva was named acting president of the Contra Costa BTC.

## Oldtime Newsboys plan 12th annual reunion here

Oldtime Newsboys will hold their 12th annual reunion at 6:30 p.m. Monday, Nov. 8 at the Villa Peluso, 6th and Oak streets, Oakland, according to Meyer Plotkin, general arrangements chairman.

## Public housing discussion

A panel discussion on "Public Housing: Problems and Grievances" will be held at the Oakland Town Meeting at 8 p.m. Monday at the Oakland Public Library. The free program is open to the public.

## Labor unit costs

While unit labor costs in practically every other major industrial nation have been rising, they have declined sharply in the United States, Irving Beller of the AFLCIO Department of Research said in an ABC radio network interview.



SCHOOL KIT, proudly held by Vietnamese girl, is a gift from Americans through CARE, the international relief agency in which the AFLCIO participates. She is one of hundreds of thousands of war refugees CARE is helping with a fund drive.

## Bargaining 'stalemate' in Lodge 1546 strikes

A bargaining "stalemate" was reported this week in strikes by East Bay Automotive Machinists 1546 against Fruehauf Corp. 850 92nd Ave., and the repair facility of the Trailmobile Division of Pullman, Inc. 640 Hegenberger Rd.

The strikes were in their fifth week, according to Harry Lear, business representative, who said wages were the chief issue. Contracts at both places expired Sept. 1. About 50 unionists were idled at Fruehauf and 20 at Trailmobile.

Unionists seek area repair shop scales.

## Cohelan urges coverage

Congressman Jeffery Cohelan (D-Berkeley) was among persons who urged the House Ways and Means Committee to provide unemployment coverage for farm workers.

## Painters who wish to change welfare plans must do so by Nov. 22

Eligible Painters may now change their choice of coverage between the Welfare Fund Plan and the Kaiser Health Plan.

If any Painter wishes to change, he should complete a new selection card and check the plan of his choice.

The selection card must be received in the office of the Bay Area Painters Trust Funds, Room 701, Bay View Towers, 22nd and Mission streets, San Francisco, Calif. 94110, no later than Nov. 22. The change will become effective Dec. 1.

Once his selection is made, a Painter will not be permitted to change until the re-enrollment period in 1966, according to Robert J. Hunt, administrator. Selection cards are available in local union offices.

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PAUL S. WILLIAMS, Editor

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Phone 261-3982

## Are two half senators better'n a whole one?

Over the years, as millions of Americans have moved from farms to cities and suburbs, representatives elected from rural areas have kept their control over the legislatures of most states.

In California, the so-called "cow counties" have continued to rule the State Senate, even though Assembly seats have been divided up pretty much on a population basis.

The U.S. Supreme Court's historic "one man, one vote" ruling is forcing a revolution in American government. All houses of all state legislatures must reapportion themselves on a population basis. The man in the city will have just as much representation in the state capitol as the farmer.

The AFLCIO has strongly supported this ruling because it is more democratic and because reapportionment in most states will loosen the hold of rural conservatives on state governments. This will affect the way congressional seats are apportioned, too, and more liberal representation will result in Washington, D.C.

The California Labor Federation has pushed for reapportionment, although with some unofficial misgivings. Some of our rural senators in Sacramento — who will lose their seats under reapportionment — have been the bulwarks of California's liberal legislation in the past.

Labor generally is going along with the reapportionment plan adopted by the Legislature in Sacramento last month as better than the alternative proposed by the State Supreme Court.

However, we have some doubts about the division of State Senate seats in Alameda County. Although we will have 2½ state senators — instead of the present one — the plan provides for two of them to run at-large from the heavily populated western part of the county, from Albany to Fremont. This will eliminate some good candidates who do not have personal wealth or are unwilling to obligate themselves to financial backers for the huge sum required to put on a winning campaign in such a large district. Why couldn't this area have been divided into two separate districts, each represented by one senator, instead of having two senators representing the same area? It appears that, aside from the cost of campaigning in so large a district, less effective representation will result. There will be two men to pass the buck back and forth.

As for the eastern part of Alameda County, it has been attached onto a crescent-shaped area embracing the east, south and west sides of Santa Clara County, but excluding San Jose. The crescent-shaped district is obviously gerrymandered as a GOP stronghold, and the residents of Livermore, Pleasanton and Dublin must resign themselves to representation by this party in the State Senate — or move.

## New era for public employees?

Public employees have won three important battles in Contra Costa County. These victories are easy to explain. Substantial numbers joined the unions involved, and then they backed up their determination to obtain better wages and conditions by striking or picketing.

In Pittsburgh, more than 90 per cent of the city employees in key departments joined Local 1675 of the American Federation of State, County and Municipal Employees in a lightning-style organization drive. Then they staged the first successful public employees' strike of its kind in California.

Richmond city employees, represented by East Bay Municipal Employees 390, got action on wage raises out of the City Council after more than seven months of dawdling because 150 unionists marched in a mass picket line last week.

Non-teaching employees of the Richmond Unified School District won wage increases averaging \$50 a month when they staged nine weeks of informational picketing, then set a strike date last Thursday.

Most public employees are still second-class citizens, but they don't have to be.

Unions are the answer to the economic problems of underpaid public employees, just as they have always been for those who work in private industry.

But unions must be strong to be effective. This means they must have plenty of paid-up members who are willing to stick up for their rights. They must realize that there is nothing wrong or illegal about most public employees striking. And they must be ready to strike to back up their fair demands.

If they do this, they will find they have won new dignity and respect, as well as wages comparable with those obtained by unions representing employees in private industry.



## FARM LABOR VIOLATIONS IN CALIFORNIA LISTED

By FAY BENNETT

Executive Secretary, National Advisory Committee on Farm Labor

This writer traveled some 700 miles through the Central Valley of California — from Los Angeles to Stockton — from Sept. 15-18 to review the farm labor situation.

I checked on:

- The availability of domestic farm workers.
- Their wages, working conditions and housing, and
- Whether the Secretary of Labor's criteria were being met.

I visited farm labor camps and workers, their representatives, a Farm Placement Service official and other interested persons.

### 'TIN SHANTIES'

Farm labor camps visited were the Linnell Camp at Farmersville and camps at Patterson and at Westley.

The houses were the same tin one room shanties built in the thirties by the Farm Security Administration. There was no inside plumbing or cooking fuel.

They appeared so dilapidated as to be unfit for human habitation. Yet farm worker families and their children lived in them. Housing for single men was slightly better.

### HARASSMENT, LOW WAGES

Farm workers were also interviewed at Oxnard, Delano, San Jose, Coyote, Salinas, Patterson, Farmersville, Westley and Manteca.

There were complaints from nearly all of harassment, lack of living wage and displacement by braceros. There was widespread lack of confidence in the Farm Placement Service.

These complaints, coming from so many workers and people familiar with California farm labor problems, make it appear that a number of growers wish to discourage a stable domestic work force so as to obtain foreign workers.

### DOMESTICS AVAILABLE

There was ample evidence that domestic farm workers were available, were eager for farm work and accepted many hardships associated with this type of labor.

They are willing to rise at 4 a.m., to board buses at 5 a.m., to travel long distances, sometimes as long as 60 miles, to and from the fields (time spent but not paid for) and to put in a hard day's work, if treated with consideration and paid a reasonable wage.

In several areas, this observer found strikes and picket lines

### First of two articles from a report sent to the AFLCIO Executive Council.

sponsored by the Agricultural Workers Organizing Committee (affiliated with the AFLCIO) against growers unwilling to negotiate wages and working conditions. In these cases, the pay offered was less than that under the Secretary of Labor's criteria.

In some of these struck fields, Mexican braceros were found to be working.

### GRAPE STRIKE

Some 2,000 to 2,500 grape pickers are on strike in the Delano and Earlimart area. They are asking for Secretary Wirtz's criteria of a minimum wage of \$1.40 an hour, with an incentive piece rate of 25 cents a box, instead of the \$1.20 an hour and 10 cents a box piece rate being paid by the growers.

### WAGE VIOLATION

Women farm workers who were interviewed said they were earning \$1 an hour, in violation of the \$1.30 per hour minimum wage for women set by the State Industrial Welfare Commission.

Fields were found where Mexican braceros were at work alongside domestic farm workers who were receiving less than the secretary's criteria.

### REGULATIONS DISREGARDED

In an onion field in Coyote, a domestic worker received \$5 a day for onion topping, while Mexican braceros working in tomatoes for the same grower in an adjoining field received criteria wages, a clear violation of USDL regulations.

Other harassments, unsanitary conditions and violations of the Secretary of Labor's criteria include the following:

- Time lost in travel and in long waits before beginning work and receiving payment.
- Working in muddy fields.
- No bedding provided domestic workers, although bedding is provided braceros.
- Long distances to drinking water, and only one tin cup shared by all workers.
- Few toilets, and those provided being shared by men and women workers.
- Harsh treatment by foremen.
- Wages often paid in cash with no record supplied the worker of his hours, earnings and deductions.

## OPINIONS

You Write 'Em . . .

We Run 'Em!

## WHY NOT A PICKET LINE IN POLITICS?

Editor, Labor Journal:

Mr. Gruhn declares, "Unionists must mobilize for political action" (against two-faced politicians).

Strategy No. 1 I propose is to place informational picket lines at the State Unemployment Offices in Contra Costa County and at State Senator George Miller Jr.'s home in Martinez.

Secondly, I propose COPE sue Senator Miller for the monies spent for his re-election with treble damages. Labor was a friend to him, but he proved to be an enemy to labor.

Mr. Fair, according to the East Bay Labor Journal, accuses Senator Miller of pushing the dastardly provision under which a disqualified recipient of unemployment insurance who quits or is fired must return to work and earn five times his weekly benefit amount before being eligible again, after unnecessarily serving a punitive five week's period. This itself — the punitive five weeks' waiting period — is a California shame. That evil club is shameful.

COPE must adopt retaliatory measures to unseat two-faced politicians. Labor must be stirred to hit them in the belly, too. Unseat them.

Unemployed members and retired members would only be too glad to picket for such a worthy get-rid-of-a-two-faced-politicians program.

ED RICHTER,  
Concord,  
Member,  
Steamfitters 342,

★ ★ ★

## THE HOPE

Man's age-old hopes remain our goal: that this world, under God, can be safe for diversity, and free from hostility, and a better place for our children and for all generations in the years to come. And therefore, any man and any nation that seeks peace, and hates war, and is willing to fight the good fight against hunger and disease and ignorance and misery, will find the United States of America by their side, willing to walk with them, walk with them every step of the way. — President Johnson.

★ ★ ★

## LEADERSHIP

For decades the labor movement in the United States has provided the leadership and has mobilized the rank-and-file to make and keep America strong, growing and free. Many of the things we too often take for granted — the highest standard of living in the world, unlimited potential for the future — are to a significant extent due to the militant but enlightened contributions of American labor. — Gov. Karl F. Rolvaag (D-Minn.)

★ ★ ★

## FARMS & POVERTY

Whatever is necessary must be done to make seasonal farm labor a decent job. The whole depressed condition of migratory farm labor must be attacked, and changed. There is no sound reason in the economics of a free and competitive system for seasonal farm wages and working and living conditions being so inferior to those for factory or service occupations. This battle front against poverty can be carried, and it will be carried. — Labor Secretary Willard Wirtz.

★ ★ ★

## DEFEAT

Defeat never comes to any man until he admits it. — Joseph Daniels.